

**Field Biologist Training Program  
Initial Assessment of Employee's Training Needs**

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

Employee: Please indicate your experience with the following skills/tasks/issues.

Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

**GENERAL SKILLS**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

**Writing**

_____ Formal correspondence	_____	_____	_____
_____ Popular articles (magazines, newsletters)	_____	_____	_____
_____ Scientific articles (journals)	_____	_____	_____
_____ Technical reports	_____	_____	_____
_____ _____	_____	_____	_____

**Other Communication skills**

_____ Conflict resolution	_____	_____	_____
_____ Interaction with other agencies	_____	_____	_____
_____ Interaction with the media	_____	_____	_____
_____ Interaction with the public in person	_____	_____	_____
_____ Interaction with the public on the phone	_____	_____	_____
_____ Negotiation skills	_____	_____	_____
_____ Preparation of a public information display	_____	_____	_____
_____ Preparation of a slide show	_____	_____	_____
_____ Public speaking before a group	_____	_____	_____
_____ Public speaking in a hearing/public meeting	_____	_____	_____
_____ Use of 35mm camera	_____	_____	_____
_____ Use of video camera	_____	_____	_____
_____ _____	_____	_____	_____
_____ _____	_____	_____	_____

**Administration**

_____ Equal Employment Opportunities (discrimination/harassment prevention)	_____	_____	_____
_____ Interview and hire	_____	_____	_____
_____ Prepare and/or administer contracts	_____	_____	_____
_____ Supervisory experience (directed work of others)	_____	_____	_____
_____ _____	_____	_____	_____

**Computers**

_____ Data base	_____	_____	_____
_____ Desktop publishing	_____	_____	_____
_____ E-mail, Internet, etc.	_____	_____	_____
_____ Geographic Information System (GIS) experience	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Supervisor's Signature

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**Employee's job assignment:**

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**General Skills Assessment (cont.)**

**Training  
Priorities**

**Experience**  
**None    Some    Extensive**

_____ Rarefind	_____	_____	_____
_____ Spreadsheet	_____	_____	_____
_____ Word processing	_____	_____	_____
_____ _____	_____	_____	_____
_____ _____	_____	_____	_____

**Safety**

_____ Boat operation	_____	_____	_____
_____ CPR	_____	_____	_____
_____ First aid	_____	_____	_____
_____ Operate a 4x4 vehicle	_____	_____	_____
_____ SCUBA certification	_____	_____	_____
_____ Swimming	_____	_____	_____
_____ Trailer towing	_____	_____	_____
_____ Vehicle safety and Defensive Driving	_____	_____	_____
_____ Water safety	_____	_____	_____
_____ _____	_____	_____	_____
_____ _____	_____	_____	_____

**Miscellaneous**

_____ Compass and range finder reading	_____	_____	_____
_____ Coordination of volunteers	_____	_____	_____
_____ Expert witness testimony	_____	_____	_____
_____ General construction (fencing, concrete, carpentry, etc.)	_____	_____	_____
_____ General statistics	_____	_____	_____
_____ Global positioning system (GPS)	_____	_____	_____
_____ Incident Command System	_____	_____	_____
_____ Monitoring techniques	_____	_____	_____
_____ Pollution response	_____	_____	_____
_____ Read a topographic map (orienteering)	_____	_____	_____
_____ Scientific study design	_____	_____	_____
_____ _____	_____	_____	_____

\_\_\_\_\_  
 Employee's Signature

\_\_\_\_\_  
 Supervisor's Signature

**Field Biologist Training Program**  
**Initial Assessment of Employee's Training Needs**

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

Employee: Please indicate your experience with the following skills/tasks/issues.

Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

**ENVIRONMENTAL SERVICES**

**Training  
Priorities**

**Experience**  
**None    Some    Extensive**

**Laws and Regulations**

_____ Administrative Procedures Act	_____	_____	_____
_____ CEQA processes	_____	_____	_____
_____ CESA Agreements and MOU's	_____	_____	_____
_____ Clean Water Act	_____	_____	_____
_____ Endangered Species Acts	_____	_____	_____
_____ Federal Energy Regulatory Com. laws, regulations, processes	_____	_____	_____
_____ Fish and Wildlife Coordination Act	_____	_____	_____
_____ Natural Community Conservation Planning Act	_____	_____	_____
_____ NEPA processes	_____	_____	_____
_____ Real property law	_____	_____	_____
_____ Surface Mining and Reclamation Act - SMARA	_____	_____	_____
_____ State Water Resources Control Board procedures	_____	_____	_____
_____ Water rights and water law	_____	_____	_____
_____ _____	_____	_____	_____

**Environmental Review Processes**

_____ Assess project impacts (CEQA)	_____	_____	_____
_____ Federal land management planning	_____	_____	_____
_____ Habitat Evaluation Procedures (HEP)	_____	_____	_____
_____ Instream flows, measurement, estimation, modeling	_____	_____	_____
_____ Natural community identification	_____	_____	_____
_____ Review environmental documents (CEQA)	_____	_____	_____
_____ Streambed alteration agreements	_____	_____	_____
_____ Timber harvest review	_____	_____	_____
_____ Water quality planning	_____	_____	_____
_____ Water quality sampling techniques	_____	_____	_____
_____ Water temperature modeling	_____	_____	_____
_____ Wetland delineation	_____	_____	_____

\_\_\_\_\_  
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**Field Biologist Training Program  
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Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

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**FISHERIES MANAGEMENT**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

Resource Assessment

_____ Amphibian/reptile identification and ecology	_____	_____	_____
_____ Backpack electro fishing operation	_____	_____	_____
_____ Boat electro fishing operation	_____	_____	_____
_____ Creel census methods	_____	_____	_____
_____ Dissolved oxygen analysis	_____	_____	_____
_____ Fish diseases	_____	_____	_____
_____ Fish identification	_____	_____	_____
_____ Fish netting techniques	_____	_____	_____
_____ Fish sampling methods	_____	_____	_____
_____ Fish scale aging	_____	_____	_____
_____ Fish tagging	_____	_____	_____
_____ Otolith aging	_____	_____	_____
_____ Otolith collection	_____	_____	_____
_____ Water quality sampling techniques	_____	_____	_____
_____ Water temperature modeling	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Lake/Reservoir Management

_____ Limnological survey methods	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Supervisor's Signature

**Field Biologist Training Program  
Initial Assessment of Employee's Training Needs**

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

Employee: Please indicate your experience with the following skills/tasks/issues.

Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

**Fisheries Management Assessment (cont.)**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

**Stream Management**

_____ Fish migration barriers	_____	_____	_____
_____ General hydrology records analysis (USGS, etc.)	_____	_____	_____
_____ Instream flows, measurement, estimation, modeling	_____	_____	_____
_____ Measuring inter-gravel flows	_____	_____	_____
_____ River hydraulics and geomorphology	_____	_____	_____
_____ Salmon escapement survey techniques	_____	_____	_____
_____ Stream bank stabilization	_____	_____	_____
_____ Streambed surveys	_____	_____	_____
_____ Stream habitat typing	_____	_____	_____
_____ Stream snorkel survey techniques	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**Miscellaneous**

_____ Apply chemical treatment	_____	_____	_____
_____ Aquatic weed control	_____	_____	_____
_____ Explosives	_____	_____	_____
_____ Fish screen technology	_____	_____	_____
_____ Investigate a fish kill	_____	_____	_____
_____ Land acquisition evaluations	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Supervisor's Signature

**Field Biologist Training Program  
Initial Assessment of Employee's Training Needs**

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

Employee: Please indicate your experience with the following skills/tasks/issues.

Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

**MARINE RESOURCES**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

**Resources Assessment**

_____ Abalone survey methods	_____	_____	_____
_____ Commercial fish sampling	_____	_____	_____
_____ Fish identification	_____	_____	_____
_____ Fishing sampling techniques	_____	_____	_____
_____ Fish scale aging	_____	_____	_____
_____ Fish tagging methods	_____	_____	_____
_____ Otolith aging	_____	_____	_____
_____ Otolith collection	_____	_____	_____
_____ Party boat sampling	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**Monitoring Commercial Fishing**

_____ Fishing logs	_____	_____	_____
_____ Fish receipt handling procedures	_____	_____	_____
_____ Shellfish aquaculture inspection	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**Miscellaneous**

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
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**Field Biologist Training Program  
Initial Assessment of Employee's Training Needs**

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

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Phone: \_\_\_\_\_

Date: \_\_\_\_\_

**Employee's job assignment:**

Employee: Please indicate your experience with the following skills/tasks/issues.

Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

**NATURAL HERITAGE**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

**Resource Assessment**

_____ General habitat assessments (quality/disturbance)	_____	_____	_____
_____ Habitat mapping	_____	_____	_____
_____ Natural community identification	_____	_____	_____
_____ Species identification and ecology	_____	_____	_____
_____ Amphibians	_____	_____	_____
_____ Birds	_____	_____	_____
_____ Invertebrates	_____	_____	_____
_____ Mammals	_____	_____	_____
_____ Plants	_____	_____	_____
_____ Reptiles	_____	_____	_____
_____ Population demographics, dynamics	_____	_____	_____
_____ Threatened and endangered species (specify species)	_____	_____	_____
_____ Vernal pool identification	_____	_____	_____
_____ Wetland delineation	_____	_____	_____
_____ Wildlife capture techniques (specify species)	_____	_____	_____
_____ _____	_____	_____	_____

**Ecological Reserve Management**

_____ Exotic pest plant control	_____	_____	_____
_____ Grazing management	_____	_____	_____
_____ Land acquisition evaluation	_____	_____	_____
_____ land management plans	_____	_____	_____
_____ Prepare an environmental document (Neg. Dec., EIR)	_____	_____	_____
_____ Prescribed fire	_____	_____	_____
_____ Pesticide/herbicide use	_____	_____	_____
_____ Real estate laws, processes	_____	_____	_____
_____ Reserve management	_____	_____	_____
_____ Restoration techniques	_____	_____	_____

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**Natural Heritage (cont.)**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

Conservation Planning

_____ Conservation/mitigation banking	_____	_____	_____
_____ Conservation planning and reserve design	_____	_____	_____
_____ Principles of conservation biology	_____	_____	_____
_____ Wildlife corridor planning and development	_____	_____	_____
_____ Working with non-profit land groups (TNC, TPL, etc.)	_____	_____	_____

Interpretation

_____ Curriculum development	_____	_____	_____
_____ Docent coordination/development	_____	_____	_____
_____ Interpretation to focus audiences	_____	_____	_____
_____ Inner city	_____	_____	_____
_____ Multicultural	_____	_____	_____
_____ Non-formal education	_____	_____	_____
_____ Schools	_____	_____	_____
_____ Special interest group (CNPS, Audubon, sportsmen, etc.)	_____	_____	_____
_____ Interpretive presentations (sign, trail, facility design)	_____	_____	_____
_____ Nature walk planning/leading	_____	_____	_____
_____ Site planning for public use	_____	_____	_____
_____ Special event planning/implementation	_____	_____	_____
_____ _____	_____	_____	_____

Laws and Regulations

_____ CESA Agreements and MOUs	_____	_____	_____
_____ Endangered Species Acts	_____	_____	_____
_____ Natural Community Conservation Planning Act	_____	_____	_____
_____ _____	_____	_____	_____

Miscellaneous

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

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Supervisor's Signature

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**Employee's job assignment:**

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**WILDLIFE MANAGEMENT**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

Resource Assessment

_____ Bird aging	_____	_____	_____
_____ Deer aging by tooth wear	_____	_____	_____
_____ Deer herd composition counts	_____	_____	_____
_____ General habitat assessments (quality/disturbance)	_____	_____	_____
_____ Habitat mapping	_____	_____	_____
_____ Hunter check station	_____	_____	_____
_____ Natural community identification	_____	_____	_____
_____ Population demographics, dynamics	_____	_____	_____
_____ Population modeling	_____	_____	_____
_____ Radio telemetry	_____	_____	_____
_____ Remote camera/video operation	_____	_____	_____
_____ Species identification and ecology	_____	_____	_____
_____     Amphibians	_____	_____	_____
_____     Birds	_____	_____	_____
_____     Invertebrates	_____	_____	_____
_____     Mammals	_____	_____	_____
_____     Reptiles	_____	_____	_____
_____ Threatened and endangered species (specify species)	_____	_____	_____
_____ Vernal pool identification	_____	_____	_____
_____ Wetland delineation	_____	_____	_____
_____ Wildlife sign identification (tracks, scat, etc.)	_____	_____	_____
_____ Wildlife survey techniques (specify species/techniques)	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Conservation Planning

_____ Conservation/mitigation banking	_____	_____	_____
_____ Conservation planning and reserve design	_____	_____	_____
_____ Principles of conservation biology	_____	_____	_____
_____ Wildlife corridor planning and development	_____	_____	_____
_____ Working with non-profit land groups (TNC, TPL, etc.)	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

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Supervisor's Signature

**Field Biologist Training Program  
Initial Assessment of Employee's Training Needs**

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**Employee's job assignment:**

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Supervisor: Please choose and rank training priorities for this employee as H-high, M-medium, L-low

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**WILDLIFE MANAGEMENT (cont.)**

**Training  
Priorities**

**Experience  
None    Some    Extensive**

**DFG Land Management**

_____ Exotic pest plant control	_____	_____	_____
_____ Grazing management	_____	_____	_____
_____ Habitat improvement work	_____	_____	_____
_____ Land acquisition evaluation	_____	_____	_____
_____ Land management plans	_____	_____	_____
_____ Pesticide/herbicide use	_____	_____	_____
_____ Prepare and environmental document (neg. dec., EIR)	_____	_____	_____
_____ Prescribed fire	_____	_____	_____
_____ Real estate laws, processes	_____	_____	_____
_____ Reserve management	_____	_____	_____
_____ Restoration techniques	_____	_____	_____
_____ Wetland management	_____	_____	_____

**Miscellaneous**

_____ Airboat operation	_____	_____	_____
_____ Investigate depredations	_____	_____	_____
_____ Investigate wildlife die-offs	_____	_____	_____
_____ Necropsy method	_____	_____	_____
_____ Wildlife disease identification/control	_____	_____	_____
_____ Wildlife Habitat Relationships System	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

\_\_\_\_\_  
Employee's Signature

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Supervisor's Signature